

## **EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period 3/23/08 to 3/22/09.**

**1) Employment Unit: LIN Television-Terre Haute, IN**

**2) Unit Members (Stations and Communities of License): WTHI-TV Terre Haute, IN**

**3) EEO Contact Information for Unit Member:**

Mailing Address:  P.O. Box 9606 918 Ohio Street Terre Haute, IN 47808	Telephone Number: (812) 232-9481
	Contact Person: Leslie L. May
	E-mail Address: lmay@wthitv.com

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Internet Content Producer	Employee Referral
2. News Producer (11PM Newscast)	Current Intern
3. News Reporter	TVJOBS.COM Website
4. News Reporter	Internal Promotion of Current Employee
5. Local Account Executive	Employee Referral
6. Internet Content Producer	TVJOBS.COM Website
7. Assignment Editor	Internal Promotion of Current Employee
8. News Photographer	Current Employee
9. Assistant Engineer/IT Manager	Internal Promotion of Current Employee
10. News Producer (6PM Newscast)	WTHI-TV Website
11. Webmaster	WTHI-TV Website
12. News Director	Internal Promotion of Current Employee
13. News Reporter	Employee Referral
14. Weekend Anchor/News Reporter	Internal Promotion of Current Employee

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## 5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Indiana Business College	Wilma Johnson	1378 S. St. Rd. 46 Terre Haute, IN 47803 812-877-2100	0	NO	All Positions
Wabash Valley Optimists	Theressa Bynum	P.O. Box 441 Terre Haute, IN 47808 812-234-4209	0	NO	All Positions
Illinois Broadcasters	Brandi Coffey	200 Missouri Ave. Carterville, IL 62918-1808 618-985-5555	0	NO	All Positions
Ivy Tech Placement Office	Jo Ellen Ornduff	7999 US 41 South Terre Haute, IN 47802 812-298-2349	1	NO	All Positions
National Assn Of Black Journalists	HR Dept.	8701-A Adelphi Road Adelphi, MD 20783-1716 866-479-6225	0	NO	All Positions
Illinois Department Of Employment Security	Bernita McGee	255 N. Schuyler Kankakee, IL 60901 815-932-0035	0	NO	All Positions
Terre Haute Chapter, NAACP	Theressa Bynum	P.O. Box 441 Terre Haute, IN 47808 812-234-4209	0	NO	All Positions
Vincennes University	John Hitchcock	Broadcasting Dept. 1200 N. 2 <sup>nd</sup> St. Vincennes, IN 47591 812-888-8888	0	NO	All Positions
St. Mary Of The Woods	Susan Gresham	College Placement Service St. Mary Of The Woods, IN 47876 812-535-5151	0	NO	All Positions
Indiana State University Afro-American Cultural Ctr	Julia Bruce	Terre Haute, IN 47809 812-237-3811	0	NO	All Positions
Indiana Workforce Development	Mike Woodall	30 North 8 <sup>th</sup> St. Terre Haute, IN 47807 812-234-6602	0	NO	All Positions
Charles T. Hyte Community Ctr	Franklin Brown	P.O. Box 2506 Terre Haute, IN 47808 812-234-0724	0	NO	All Positions

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Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Eastern Illinois University	Shirley A. Stewart	Career Center Room 13 Charleston, IL 61920 217-581-2412	0	NO	All Positions
Lin Television Corporation Weekly Job Posting Network	Lisa Sousa	One Richmond Square Providence, RI 02906 401-457-9400	0	NO	All Positions
Indiana Broadcasters Association	Courtney Smith  Job is posted on website	3003 E. 98 <sup>th</sup> St, Suite #161 Indianapolis, IN 46280 317-573-0119 <a href="http://indianabroadcasters.org">indianabroadcasters.org</a>	0	NO	All Positions
Broadcast Employment Services (TVJOBS.COM)	Mark Holloway  Job is posted on website	P.O. Box 4116 Oceanside, CA 92052 800-374-0119 <a href="http://www.tvjobs.com/postjobs">http://www.tvjobs.com/postjobs</a>	10	NO	All Positions
WTHI-TV Website	Scott Arnold  Job is posted on website	P.O. Box 9606 918 Ohio St. Terre Haute, IN 47808 812-232-9481 <a href="http://www.wthitv.com">http://www.wthitv.com</a>	13	NO	All Positions
In-House Bulletin Boards	Leslie May	P.O. Box 9606 918 Ohio St. Terre Haute, IN 47808 812-232-9481	18	NO	All Positions
Frank Magid & Associates	Barbara Frye	One Research Center Marion, IA 52302 319-377-7345 <a href="mailto:bfrye@magid.com">bfrye@magid.com</a>		NO	
Medialine	Mark Shilstone  Job is posted on website	P.O. Box 51909 Pacific Grove, CA 93950 800-237-8073 E-mail to: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	0	NO	All Positions
Sycamore Career Link	Martha Reed  Job is posted on website	567 N. 5 <sup>th</sup> St Terre Haute, IN 47809 812-237-5000 <a href="http://indiana-state-csm.symplicity.com/employers">http://indiana-state-csm.symplicity.com/employers</a>	3	NO	All Positions
Employee Referral			18	NO	1,2,5,6,12 and 13
Former Employee Referral			1	NO	9

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**6) Total # of Interviewees Referred:** For the period from 3/23/08 to 3/22/09 this Employment Unit interviewed 64 people for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Betty Chadwick Sullivan Memorial Scholarship**

The Indiana State University Foundation Betty Chadwick Sullivan Memorial Scholarship was established through contributions by colleagues, friends, family, and WTHI-TV in honor of Betty Chadwick Sullivan, a former WTHI-TV photographer who was one of the nation's pioneer women in the field of television news photography. The scholarship, administered through the Indiana State University Foundation with selection input from the station, is awarded to eligible students with a major or minor in broadcasting or journalism. The scholarship is often awarded to a student working or interning at WTHI-TV.

**(b) Initiative: The Indiana Broadcasters Foundation Scholarship**

The Indiana Broadcasters Foundation 2008 Scholarship Program assists deserving high school seniors and college students. Our station supports the program with on-air promotion.

**(c) Initiative: The Vincennes University Foundation WTHI-TV Broadcasting Scholarship**

The Vincennes University Foundation WTHI-TV Broadcasting Scholarship has provided valuable assistance to broadcasting majors at Vincennes University for nine consecutive academic years. In addition to WTHI-TV's cash contribution of \$1000, the station supports the program with on air promotion, and in conjunction with Vincennes University's Broadcasting Department, selects the recipients.

**(d) Initiative: St. Mary-of-the-Woods College Top Ten on Ten Scholarships**

The Top Ten on Ten Scholarships assist deserving high school senior females that are seeking an education in the Liberal Arts. The admissions board at St. Mary-of-the-Woods College selects two winners per month for five consecutive months. Those ten winners receive a partial scholarship. Then the same admissions board selects two of the original ten winners to receive a full four year scholarship to St. Mary-of-the-Woods College. Our station supports the program with on-air promotion.

**(e) Initiative: Ivy Tech Career Fair**

WTHI-TV participated in the 2008 Ivy Tech Career Fair on March 26, 2008 on the Ivy Tech Campus located in Terre Haute. WTHI-TV was represented by our Local Sales Manager, Jim Swander, who has substantial responsibility in the making of hiring decisions. Job seekers were provided information on our company operations, benefits and informed about the many and varied behind the scenes job opportunities. The attendance for this fair was not high in numbers, but the students that did attend were very interested in the broadcast business and requested additional career information from us.

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**(f) Initiative: Terre Haute North High School Job Fair**

WTHI-TV participated in the 2008 Terre Haute North High School Job Fair on April 8, 2008. The job fair was located at Terre Haute North High School. WTHI-TV was represented by our Morning News Anchor, Abby Walton, who has substantial responsibility in the making of hiring decisions. Abby spoke with the students about what it is like to work in broadcasting and the possible careers that are available in the broadcasting field.

**(g) Initiative: 2008 Indiana State University/Saint Mary-of-the-Woods College Fall Career Opportunity Fair**

WTHI-TV participated in the 2008 Indiana State University/Saint Mary-of-the-Woods College Fall Career Opportunity Fair on October 1, 2008. WTHI-TV was represented by News Reporter, Rondrell Moore, Production Manager, Jay Kirk and Chief Photographer, Mike Latta., who have substantial responsibility in the making of hiring decisions. This was a successful job fair within our own marketing area and many local employers were in attendance. Job seekers are provided information on our company operations, benefits and informed about the many and varied behind the scenes job opportunities. Rondrell, Jay, and Mike spoke with students interested in all the different aspects of TV.

**(h) Initiative: 2009 Indiana State University/Saint Mary-of-the-Woods College Fall Career Opportunity Fair**

WTHI-TV participated in the 2009 Indiana State University/Saint Mary-of-the-Woods Spring Career Opportunity Fair on February 11, 2009. WTHI-TV was represented by our Local Sales Manager, Jim Swander, who has substantial responsibility in the making of hiring decisions. This was a successful job fair within our own marketing area and many local employers were in attendance. Jim spoke with several students about the many different opportunities offered in the TV business.

**(i) Initiative: Vincennes University/Southern Indiana News Bureau**

Our partnership with Vincennes University includes locating our Southern Indiana News Bureau in the VU Broadcasting Technology area in Davis Hall. Station equipment and personnel are regularly available to interested students. Interested students receive hands on experience in shooting and editing videotape and reporting news stories under the supervision of long time News 10 Reporter, Mike Grant.

**(j) Initiative: Internship Program**

Our class credit internship program is open to students attending an accredited college or university. The program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities. Our interns typically work in TV News, Promotions, and Sales departments.

During the above reporting period, ten students participated in the internship program at WTHI-TV.

In the Spring and Summer of 2008, WTHI-TV had eight interns in the TV News Department. In the Fall and Winter of 2008, WTHI-TV had two interns in the TV News Department.

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**(k) Initiative: Job Shadowing**

During the above reporting period, WTHI-TV hosted six students for the purpose of job shadowing.

On March 31, 2008, WTHI-TV hosted four students from Ball State University. On October 17, 2008 WTHI-TV hosted a student from Indiana University. On February 12, 2009, WTHI-TV hosted a student from Terre Haute North High School. All six students visited the newsroom, sales, production and promotion departments. They also focused on the Midday News and the 6PM News preparation and execution.